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ABSTRACT

Under a legislative mandate from the state of Washington, this report provides updated information on gender equity at each of the public institutions of higher education in Washington and at the community and technical colleges, as applicable. A look at student support and services shows that pay scales in student employment are not gender-specific, and jobs are not assigned on the basis of gender. An analysis of distribution of pay reveals some small differences in gender. Sexual harassment policies are clearly communicated, and discrimination does not appear to exist in student support and services. In the community and technical college system, discrepancies are found between men and women in three of the four largest program areas. At the public baccalaureate institutions the largest difference is in engineering, a finding that mirrors national figures. Participation rates for female athletes at two universities do not meet statutory goals, but the other baccalaureate institutions report participation rates within statutory requirements. The community college system overall shows athletic participation rates for females at acceptable levels. As directed by the legislature, the higher education system will report on gender equity again in 4 years. Seven appendixes contain detailed tables of gender equity findings. (SLD)

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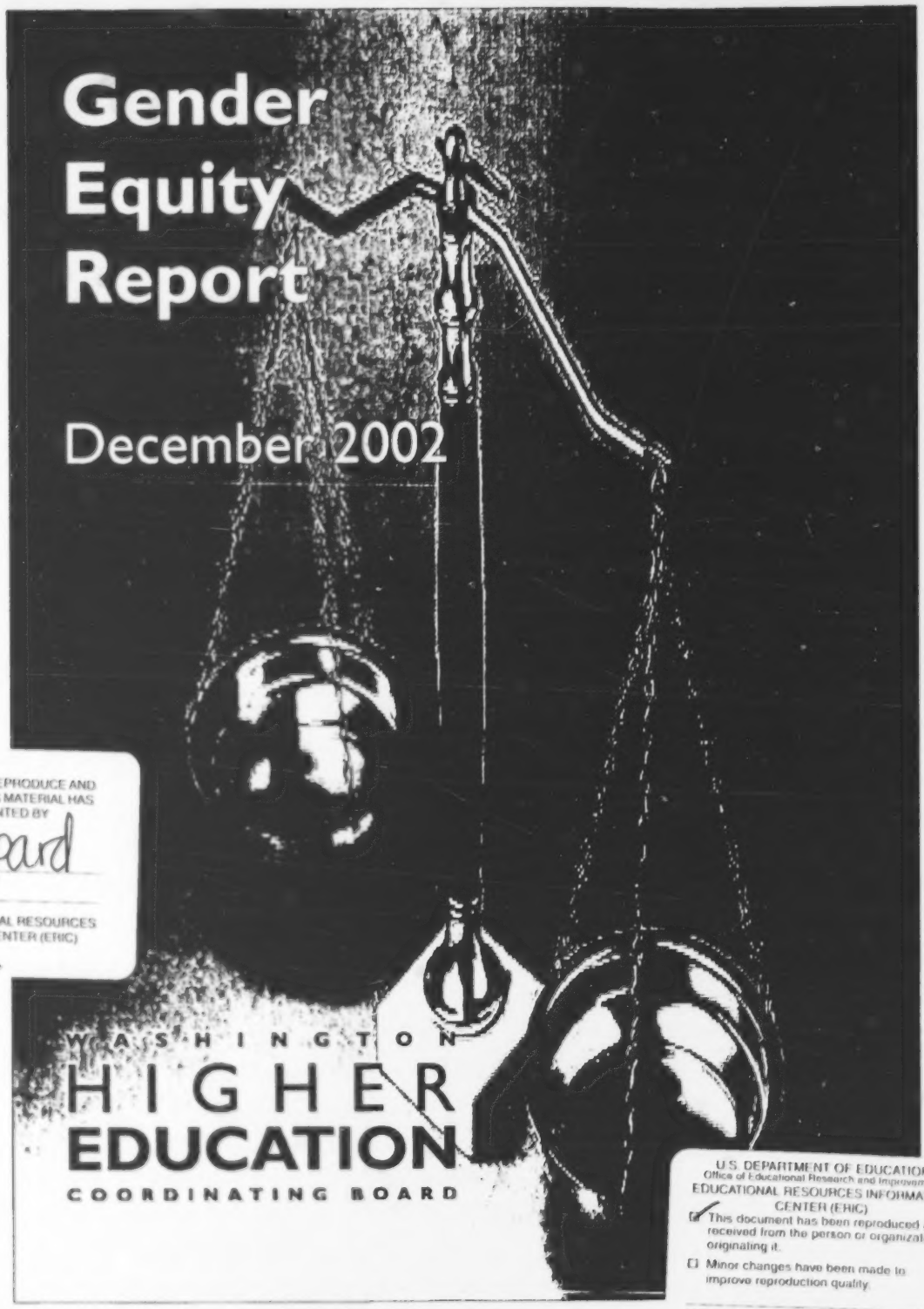
ED 471 500

Gender Equity Report

December 2002



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Gender Equity in Higher Education

Executive Summary

Gender equity, as a matter of public concern, dates back to at least 1972 when the federal government established Title IX, banning gender discrimination in schools, encompassing athletics and academics.

In the state of Washington, legislation related to Title IX was sponsored in 1989 to ensure gender equity in institutions of higher education. RCW 28.110 prohibits discrimination on the basis of gender against any student in institutions of higher education in Washington. Specifically, discrimination is prohibited in student assistance and services, academic programs, and athletics (intercollegiate and intramural). RCW 28B.15.460 authorizes baccalaureate institutions to use tuition and fee waivers to achieve gender equity in intercollegiate athletics, contingent upon the institutions meeting specific goals.

The Legislature directed the Higher Education Coordinating Board (HECB) to report every four years on the implementation of the laws. This report provides updated information on gender equity at each of the public four-year institutions in Washington, as well as at the community and technical colleges, where applicable. A brief summary of results follows.

Student Support and Services
Pay scales in student employment are not gender-specific, and jobs are not assigned on the basis of gender. An analysis of distribution of pay reveals some small differences in gender. Sexual harassment policies at all public institutions are clearly communicated to a wide audience. Based on these data, past reports, and gender equity plans, discrimination does not exist in student support and services.

Academic Programs
In the community and technical college system, discrepancies exist between men and women in three of the four largest program areas. The largest difference at the public baccalaureate institutions in the top four program areas is in engineering. However, the lack of women in the engineering programs in Washington higher education institutions mirrors findings on a national level. Given that a student's choice of academic program can be due to factors beyond an institution's control, the disparities noted for academic programs are not necessarily the result of discrimination, but should be noted as an area for monitoring and improvement.

Athletics

Participation rates for female athletes at Eastern Washington University and Western Washington University do not meet statutory goals. Eastern submitted a plan to remedy this inequity in the summer of 2002. Higher Education Coordinating Board (HECB) staff will work with Western to develop a plan by March 2003. The remaining baccalaureate institutions reported participation rates within statutory requirements. The community college system overall shows participation rates for females at an acceptable level (individual community college participation rates vary widely).

Athletically related financial aid: Eastern and Western Washington Universities award low percentages of athletically related financial aid to females, when compared to other four-year institutions. The community college system awards a high proportion of aid to female athletes.

Coaching: Six community colleges do not have any female coaches on staff. The state requires that institutions attempt to provide a role model of each gender. All of the baccalaureate institutions provide coaches of each gender, though there are far fewer female coaches than male.

Athletic expenses: Operating expenses for women's teams are disproportionately low at the University of Washington and Washington State University, due to high football team costs. However, at Western Washington University, the percentage of operating expenses spent for women's teams, at 43.3 percent, is very close to the percentage of athletes who are female, at 46.2 percent. The community college system overall spends a large proportion on women's teams compared to men's teams.

Athletic facilities: The baccalaureate institutions have made large-scale improvements to several facilities to make them more equitable for male and female athletes. However, 10 community colleges report baseball and softball fields as "close to comparable" rather than "comparable" between men and women. Locker rooms at five community colleges were reported as "close to comparable" and "far from comparable" at two community colleges due to inequities in size.

Intramural athletics: Data for University of Washington participation were not available. Western, the largest intramural program reported, showed low participation when compared to the percentage of female undergraduates aged 17 to 24 (46.8 percent compared to 56.7 percent).

Data gathered for athletics indicate varying degrees of disparity between men and women at the public institutions. However, no one measure can indicate whether or not discrimination based on gender exists. For example, while the community colleges overall report a large proportion of aid and expenses for women athletes – several individual colleges report a lack of female coaches, and the need for more equitable facilities. The areas noted as disparate or inequitable in this report should continue to be monitored, and their progress reported in the next report due in December of 2006.

GENDER EQUITY IN HIGHER EDUCATION

December 2002

Background

Gender equity, as a matter of public concern, dates back to at least 1972, when the federal government established Title IX banning gender discrimination in schools, encompassing athletics and academics.

Title IX, now in its 30th year, is credited with revolutionizing athletic participation and academic opportunities for women, as well as creating substantial controversy. The controversy has been focused on the rules concerning equitable athletic participation for women, since opponents of the legislation argue that it forces schools to cut men's teams. Nevertheless, national data show that in 1972, fewer than 30,000 women participated in college varsity and recreational programs compared to 170,000 men. In 2000-01, a total of 150,916 women and 208,866 men were reported on varsity sports teams. Athletic participation for women has thus increased from about 15 percent of the total in 1972, to 42 percent of the total in 2000-01.[1]

In the state of Washington, two laws related to Title IX were passed in 1989 aimed at achieving gender equity in higher education. The Legislature directed the Higher Education Coordinating Board (HECB) to report every four years on the implementation of the laws.

The first of these two laws (RCW 28.110) prohibits discrimination based on gender in student services and support, in academic programs, and athletics. The second law (RCW 28B.15.460) authorizes four-year institutions to use tuition waivers to achieve gender equity in intercollegiate athletics if they meet "proportionality" goals. By June 30, 2002, female athletic participation must be within five percentage points of female enrollment (for full-time undergraduates, age 17-24 on main campus). If an institution does not meet that goal, it is required to submit a plan outlining how it will come into compliance.

In July 2002, a gender equity update report using 2000-01 data found equitable athletic participation at all institutions except Eastern Washington University. Eastern has since submitted a plan approved by the Board to achieve equity by 2003-04. Western Washington University's participation rate at that time was close to non-compliance, at 4.9 percent. Since the July 2002 report was published, 2001-02 data show WWU's gap between female athletic participation and female undergraduate enrollment to have increased to 5.6 percent – exceeding the statutory limit, and requiring a new plan for academic year 2003-04.

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[1] "Title IX at 30," The Chronicle of Higher Education, June 21, 2002.

Both of the statutes require a report on institutional progress toward compliance in December 2002, with a major assessment of the institutions due in December 2006. This report provides updated information on each of the public four-year institutions, as well as the community and technical colleges, where applicable[2]. Conforming with the statutes, this report will be organized into three sections: (1) Student Services, (2) Academic Programs, and (3) Athletics.

(1) Student Services and Support

Student Employment: Pay scales in student employment are not gender-specific, and jobs are not assigned on the basis of gender.

An analysis of distribution of pay reveals some small differences in gender (see Appendix One). For example, Central Washington University shows a disproportionate distribution at the wage range of $11 to $11.99, where 75 percent of the students paid at that range are male, but only 25 percent are female. However, it is important to note that there is a very small number of students (total = 20) paid at that range. A far greater number of students are paid at the range of $6 to $6.99 (total = 1,243), and the pay distribution is far more equitable at that range (59 percent women vs. 41 percent men).

Sexual Harassment: Sexual harassment policies at all public institutions are clearly communicated to a wide audience. Many institutions report providing training for faculty and staff at orientation, and giving updates at different times throughout the year. Student handbooks are often the vehicle for providing information on harassment policies to students.

Based on the data used for this report, student services and support appear to be free of gender discrimination.

(2) Academic Programs

In the community and technical college system, women received 57.6 percent of all associate degrees awarded in 2000-01. Therefore, a proportional distribution would require that close to 57.6 percent of the graduates of each degree program ideally should be female.

In the program areas with the largest number of graduates at community and technical colleges, discrepancies exist between men and women in three of the four largest areas. Nursing and accounting technician programs both graduated disproportionately high levels of female students, while information processing was disproportionately low for females (see Appendix Two).

[2] 2000-01 data were used for the two-year college assessment of equity in athletics; while data from 2001-02 were used for the four-year equity assessment because the data were specially requested and available at the time this report was written, and because the four-year institutions are held to the stricter standard of proportionality by June 30, 2002 for tuition waivers. See "Source" footnotes on all tables for years of data used.

The largest difference at the four-year colleges in the top four program areas is in engineering. Females accounted for 56.2 percent of the University of Washington's graduating class, but only 21.6 percent of those who earned a bachelor's degree in engineering were female. A similar pattern exists at Washington State University, where 54.1 percent of the graduating class was female, but 16.9 percent of the engineering graduates were female. The lack of women in engineering mirrors findings on a national level.[3]

Although gender differences appear in higher education graduation rates, it is important to recognize that these differences do not necessarily reflect gender discrimination. There may be many external factors beyond an institution's control that affect both a student's choice of major and his/her academic success in that major. While institutions must do all they can to provide a welcoming environment for any student, individual interests, societal stereotypes, and influence of peers all can affect a student's academic activities.

(3) Athletics

Institutions are required to demonstrate equity in intercollegiate and intramural athletic participation, as well as in athletically related financial aid, coaching, expenditures, and facilities.

Intercollegiate Participation: In order to use tuition and fee waivers to remedy inequitable participation rates, four-year institutions must show that their overall proportion of female athletes was within five percentage points of the proportion of female undergraduates by June 30, 2002. If the institution does not meet this goal, it must submit an HECB-approved plan.

The HECB report published in July 2002 (using 2000-01 data) stated that Eastern Washington University did not meet the goal. Eastern has since submitted an approved plan to cap men's teams and increase women's involvement in track and field, as well as other programs.

The July 2002 HECB update reported Western Washington University's participation rate as within the goal – but very close to non-compliance, at 4.9 percent. Since that report, Western's gap has increased to 5.6 percent in the 2001-02 academic year, necessitating a plan that will bring the university into compliance for 2003-04.

[3] Kristen Olsen, "Despite Increases, Women and Minorities Still Underrepresented in Undergraduate and Graduate S&E Education", Data Brief, National Science Foundation, January 15, 1999.

The remaining four-year institutions are within acceptable participation rates:

2001-02 Academic Year Institution	Full-Time Undergraduates, Age 17-24		Athletic Participation		Gap	Meets Statutory Goal?
	Total	% Female	Total	% Female	+/-	
Central Washington University	6,043	52.5%	468	53.4%	-0.9%	Yes
Eastern Washington University	5,667	58.4%	423	44.9%	13.5%	No
The Evergreen State College	2,403	57.7%	99	56.6%	1.1%	Yes
University of Washington	21,112	51.6%	664	48.8%	2.8%	Yes
Washington State University	12,814	50.7%	537	46.2%	4.5%	Yes
Western Washington University	10,200	56.7%	364	51.1%	5.6%	No

Source: Fall 2001 Enrollment by Age and Gender, IPEDS; Athletic Participation from 2001-02 EADA surveys.

Technical colleges do not sponsor athletic activities, and community colleges are not authorized to use tuition and fee waivers for athletes. Therefore, they are not required to submit an equity plan if they are not within the five percent proportion of female athletes to female enrollment. See Appendix Three for a detailed comparison of female athletes to female enrollments by institution.

It is important to keep in mind that the smaller sizes of the athletic programs at the individual institutions can dramatically affect participation rates. Overall athletic participation by females in the community college system of 46.2 percent leaves a gap of 6.7 percent, when compared to their overall enrollment distribution of 52.9 percent.

A copy of the survey used to compile the participation rates and other intercollegiate information used in this report is available at http://surveys.ope.ed.gov/athletics/. The U.S. Department of Education directs survey respondents to include all varsity sports that competed in intercollegiate athletic competitions – not just sports governed by an institution's athletic sanctioning body (e.g., NCAA), and notes that cheerleading is not considered a sport.

Recommendations: RCW 28B.15.465 requires each report on gender equity to include recommendations on measures to help institutions comply. Suggested areas for Western Washington University to address include:

- Roster Management: Capping the size of men's teams and increasing the size of women's teams helps to reduce inequities.

- Program Elimination: If possible, a small men's team might be eliminated to increase the proportion of female participation in athletics.

- Addition of a women's sport or sports: Perhaps Western could consider adding an additional women's team or teams, after considering cost and availability of athletes and facilities.

HECB staff will continue to work with WWU staff as they develop a plan for 2003-04, with a tentative due date for the plan set at March of 2003.

Athletically Related Student Aid[4]: Proportionality within five percent of undergraduate enrollment is not required for financial aid. In any case, since only athletes receive athletically related financial aid, it makes more sense to compare the percentage of athletes receiving aid to the percentage of athletes who are female rather than to the percentage of undergraduates who are female. The table below demonstrates this comparison. Data for both Western and Eastern Washington Universities reflect a disproportionately low amount of athletically related aid awarded to women. Compared to the percentage of athletes who are female (44.9 percent at Eastern), 36 percent of aid awarded to females results in an 8.9 percent difference. At Western, where 51.1 percent of athletes are female, 38.4 percent of aid was awarded to female athletes.

2001-02 Academic Year

Institution	% Female Athletes	% Aid Awarded to Females	+/-
Central Washington University	53.4%	49.3%	4.1%
Eastern Washington University	44.9%	36.0%	8.9%
The Evergreen State College	56.6%	59.0%	-2.4%
University of Washington	48.8%	44.7%	4.1%
Washington State University	46.2%	42.7%	3.5%
Western Washington University	51.1%	38.4%	12.7%

Source: 2001-02 EADA (Equity In Athletics Disclosure Act) Survey.

Appendix Four contains 2000-01 aid compared to the percentage of female athletes at community colleges. As with the other measures in this report, individual community colleges show a wide variety of results. But a look at the community college system as a whole shows

[4] As reported in EADA (Equity in Disclosure Act) surveys, athletically related aid is defined as aid awarded a student that requires the student to participate in an intercollegiate athletics program.

aid for females is actually over-represented: 46 percent[5] of all athletes are female, but 53.4 percent of all athletically related aid was awarded to females.

Coaching: The statutory language requires institutions to "attempt to provide role models of each gender." Most institutions have hired at least one female coach, but some community colleges with athletic departments and women's teams do not have any female coaches. Appendix Five lists a summary of coaching staff at each two-year institution. Big Bend, Columbia Basin, Olympic College, South Puget Sound, Walla Walla, and Yakima Valley reported zero female coaching staff on the EADA (Equity in Athletics Disclosure Act) survey in 2000-01.

While a role model exists at each institution for women's teams, there is a noticeable lack of head coaches for men's teams that are female. Coaching staff is distributed at four-year colleges as follows:

2001-02 Academic Year

	Head Coach, Men's Teams		Head Coach, Women's Teams		Asst. Coaches, Men's Teams		Asst Coaches, Women's Teams	
Institution	Male	Female	Male	Female	Male	Female	Male	Female
Central Washington University	5	1	5	1	22	5	10	9
Eastern Washington University	5	0	3	2	14	0	4	5
The Evergreen State College	2	1	2	1	3	1	2	3
University of Washington	9	0	4	6	25	0	11	8
Washington State University	5	0	4	4	22	3	7	16
Western Washington University	5	0	4	3	10	0	3	6
Total	31	2	22	17	96	12	37	47

Source: 2001-02 EADA Survey.

Expenditures: This table lists the total expenses an institution incurs attributable to home, away, and neutral-site intercollegiate athletic contests including team travel, lodging, and meals; uniforms and equipment, and officials (commonly known as "game-day expenses"); and lists the percentage of operating expenses attributable to women's teams, and the percentage of athletes who are female.

[5] Bellevue Community College was omitted, lowering the total percentage of female athletes from 46.2 percent as reported in other tables, to 46 percent.

2001-02 Operating Expenses

Institution	Men's Teams	Women's Teams	% Expenses: Women	% of Athletes Who are Female
Central Washington University	$ 280,459	$ 248,116	46.9%	53.4%
Eastern Washington University	$ 627,219	$ 362,470	36.6%	44.9%
University of Washington	$2,261,084	$1,070,882	32.1%	56.6%
Washington State University	$1,876,941	$1,230,361	39.6%	48.8%
Western Washington University	$ 304,884	$ 232,485	43.3%	46.2%
Total	$5,259,019	$2,983,033	36.2%	51.1%

Source: 2001-02 EADA Survey.
Note: The Evergreen State College operating expenses were not available.

Operating expenses are disproportionately low for women's teams at the University of Washington and Washington State University due to high football team costs. However, at Western Washington University, the percentage of operating expenses spent for women's teams, at 43.3 percent, is very close to the percentage of athletes who are female, at 46.2 percent.

Comparing the percentage of female athletes to operating expenses at community colleges reveals varying degrees of difference at individual institutions (see Appendix Six). Overall for the community and technical college system, 46.2 percent of all athletes are female, while 53.4 percent of total operating expenses are incurred for women's teams.

Facilities: Since 1998-99, all the four-year institutions have made improvements to their athletic facilities, as follows:

Central Washington University has equalized the competitive and practice facilities for men and women since the construction of a new softball complex and the renovation of the women's soccer field.

Eastern Washington University completed a new 2,500-square-foot facility that includes nearly 500 lockers and is now home to five women's varsity programs that previously shared facilities with the general student body. The women's basketball and volleyball teams' rooms have been renovated, and an electronic scoreboard and wind shields have been purchased and installed for women's soccer.

The Evergreen State College now has a refurbished women's locker room, with a refurbishment of the men's locker room in progress. A lighted score table was purchased for men's and

women's basketball and women's volleyball; a portable sound system was purchased for men's and women's swimming and soccer; and a new net system was purchased for women's volleyball, including reparation of the gym floor. A dedicated soccer field was widened and a permanent scoreboard installed.

The University of Washington has upgraded several facilities that directly enhance opportunities for female athletes. The improvements include a new soccer playing field, enhanced softball field and facility, a new indoor practice facility, and a major renovation of Hec Edmundson Pavilion. In these new facilities, locker rooms, training rooms and other services, and practice and completion opportunities are equal for men and women athletes.

Washington State University reports remodeling the basketball locker room, among other improvements to the Beasley Coliseum. New office and meeting rooms for all sports, except swimming, expanded athletic medicine, equipment operations, and video operations facilities were added. The renovated Bohler Gym provides team locker rooms for women's teams in soccer, rowing, volleyball, tennis, track and field, a multipurpose women's locker room for visiting teams, golf, and others. The Bohler Gym was also upgraded for a volleyball competitive facility and basketball practice. The women's swimming coach's office in the Physical Education Building has been redecorated, and a new scoring system was purchased for the swimming venue and the scoreboard retrofitted. Team bench shelters were purchased for the soccer field; new bleachers and a new fencing system were added to the track facility; and a practice green was built for the golf teams. Finally, this fall, the air-supported indoor practice facility will open, benefiting men's and women's track, men's and women's golf, and women's soccer, along with football and baseball.

Western Washington University installed a softball field in 1997-99, as well as obtained funding for a dock for women's crew. In 2001-03, lighting for the dock at the crew facility is planned.

Two-year colleges reported most of their facilities as comparable between men and women, with the following exceptions:

- Baseball and softball fields were reported as "close to comparable" at Bellevue, Columbia Basin, Everett, Grays Harbor, Green River, Lower Columbia, Olympic, Shoreline, Wenatchee Valley, and Yakima Valley.

- The soccer field at Centralia was reported as "close to comparable."

- Locker rooms were rated as "close to comparable" at Grays Harbor, Olympic, Shoreline, Wenatchee Valley, and Yakima Valley.

- Locker rooms at Green River and Highline were reported "far from comparable" because the men's locker rooms at both institutions were larger than the women's.

With the exception of this list, all other facilities (baseball and softball fields, basketball courts, soccer fields, tennis courts, and locker rooms) were rated "comparable" by the two-year institutions offering athletics.

Intramural Athletics: Detailed information on four-year intramural athletic programs is attached as Appendix Seven. Estimates of intramural participation by women range from about 31 percent to 50 percent. Central Washington University reported that, although a number of sports leagues for women have been offered, many do not materialize due to a lack of interest. For the largest intramural program reported, at Washington State University, females comprised 42 percent of the total intramural participants. Since the undergraduate population at WSU aged 17 to 24 is composed of 50.7 percent females, intramural participation seems low.

Summary

Although the baccalaureate institutions have not all succeeded in achieving gender equity goals, all have improved dramatically over the years. The following chart provides a comparison of female participation to enrollment since 1988-89:

	1988-89				2001-02			
Institution	# Female athletes	% Female athletes	% Undergrad female	Gap: Female Athletes vs. Enrollment	# Female athletes	% Female athletes	% Undergrad female	Gap: Female Athletes vs. Enrollment
UW	231	32.8%	50.0%	17.2%	324	48.8%	51.6%	2.8%
WSU	127	30.5%	44.7%	14.2%	248	46.2%	50.7%	4.5%
TESC	43	49.0%	56.0%	7.0%	56	56.6%	57.7%	1.1%
WWU	99	32.0%	54.0%	22.0%	186	51.1%	56.7%	5.6%
CWU	120	29.0%	52.4%	23.4%	250	53.4%	52.5%	-0.9%
EWU	66	24.0%	54.7%	30.7%	190	44.9%	58.4%	13.5%

The gap between female athletic participation and female enrollment has decreased since 1988 as follows:

- UW: Decreased by 14.4 percent
- WSU: Decreased by 9.7 percent
- TESC: Decreased by 5.9 percent
- WWU: Decreased by 16.4 percent
- CWU: Decreased by 24.3 percent
- EWU: Decreased by 17.2 percent

Therefore, even though gender equity results as of June 30, 2002 at two of the baccalaureate institutions were not within the five percent gap between participation and enrollment required by statute, it is clear that substantial improvement has occurred in the area of athletic participation during the last 13 years at all baccalaureate institutions. By 2003-04, with new gender equity plans in place, Eastern and Western Washington Universities plan to meet statutory goals, and their performance will continue to be monitored as part of regular gender equity reporting.

No one measure can indicate whether or not discrimination based on gender exists. For example, while the community colleges overall report a large proportion of aid and expenses for women athletes – several individual colleges report a lack of female coaches, and the need for more equitable facilities. The areas noted as disparate or inequitable in this report should continue to be monitored, and their progress reported in the next report due in December of 2006.

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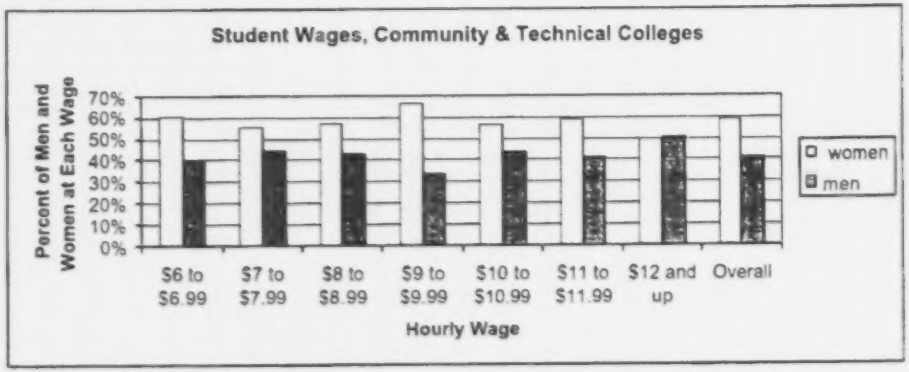
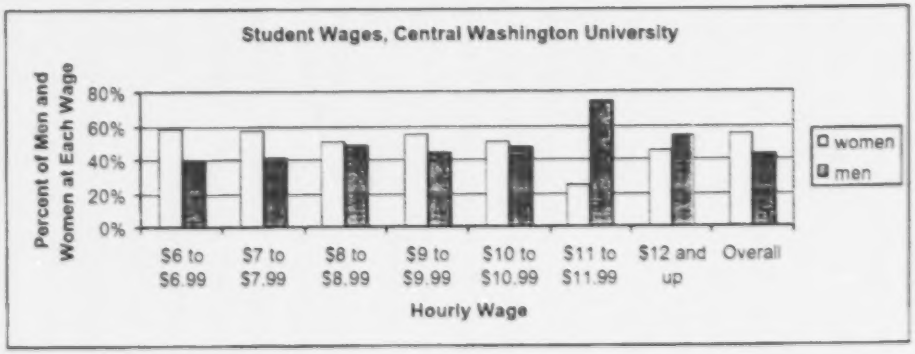
Appendix One, Student Employment, 2001-02 Academic Year

	CTCs		
	total n	women	men
$6 to $6.99	2,440	60%	40%
$7 to $7.99	3,862	56%	44%
$8 to $8.99	1,048	57%	43%
$9 to $9.99	1,871	66%	34%
$10 to $10.99	653	56%	44%
$11 to $11.99	104	59%	41%
$12 and up	137	50%	50%
Overall	10,115	59%	41%



	Central		
	total n	women	men
$6 to $6.99	1,243	59%	41%
$7 to $7.99	1,992	58%	42%
$8 to $8.99	1,028	51%	49%
$9 to $9.99	312	56%	44%
$10 to $10.99	210	51%	49%
$11 to $11.99	20	25%	75%
$12 and up	132	45%	55%
Overall	4,937	56%	44%



Data Source: Institutional Survey, October 2002.

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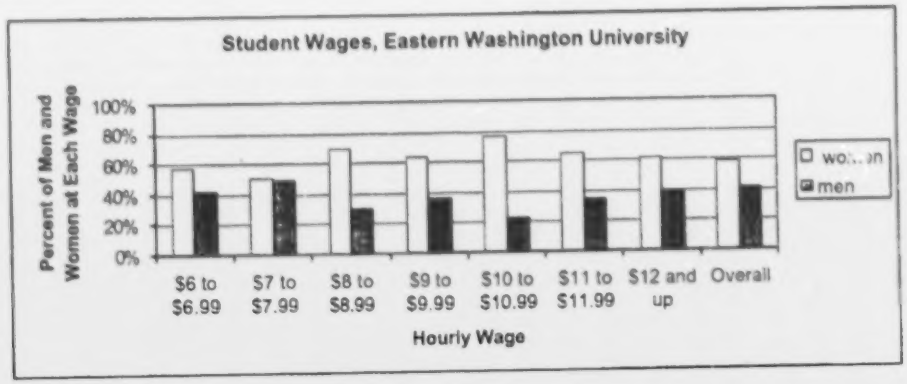
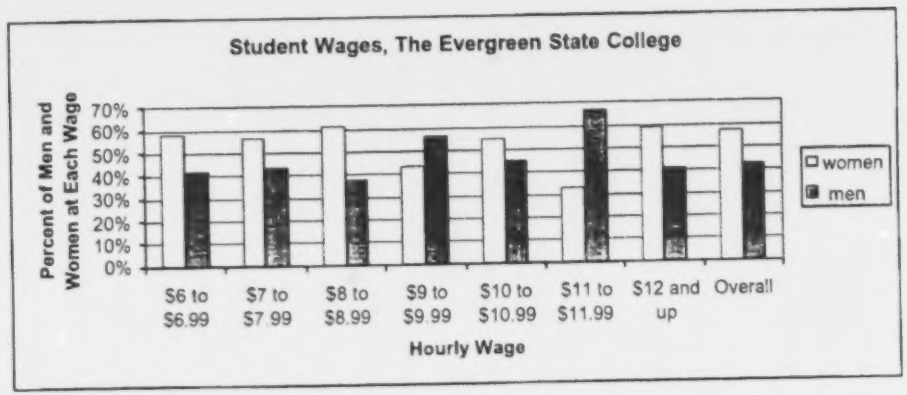
Appendix One, Student Employment, 2001-02 Academic Year

Eastern	total n	women	men
$6 to $6.99	626	57%	43%
$7 to $7.99	292	51%	49%
$8 to $8.99	151	70%	30%
$9 to $9.99	74	64%	36%
$10 to $10.99	47	77%	23%
$11 to $11.99	17	65%	35%
$12 and up	135	61%	39%
Overall	1,342	59%	41%



Evergreen	total n	women	men
$6 to $6.99	296	58%	42%
$7 to $7.99	446	57%	43%
$8 to $8.99	217	62%	38%
$9 to $9.99	55	44%	56%
$10 to $10.99	55	55%	45%
$11 to $11.99	9	33%	67%
$12 and up	27	59%	41%
Overall	1,105	57%	43%



Data Source: Institutional Survey, October 2002.

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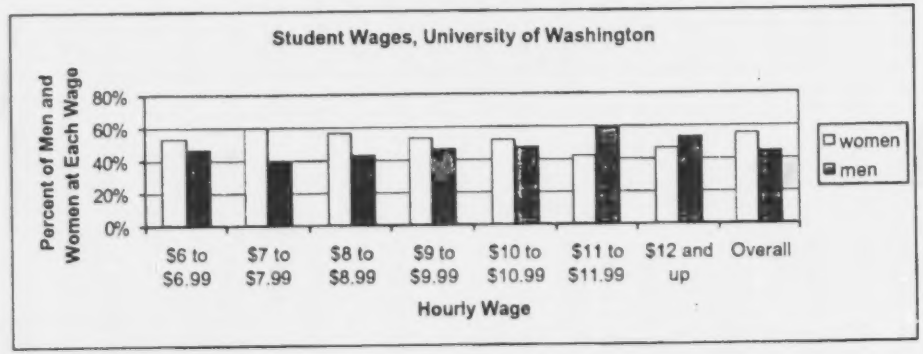
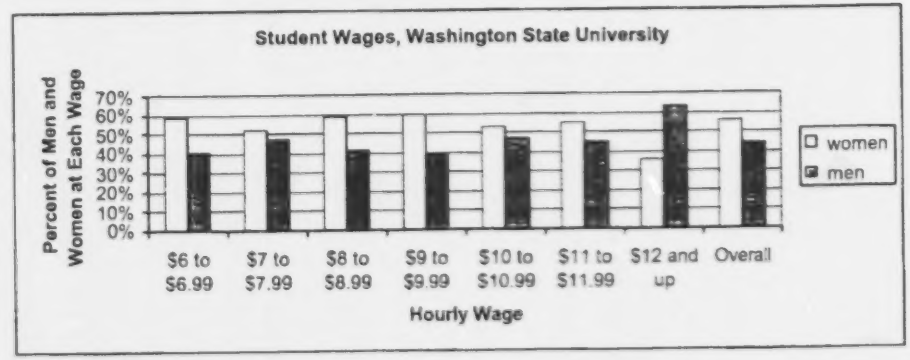
Appendix One, Student Employment, 2001-02 Academic Year

	total n	UW* women	men
$6 to $6.99	696	54%	46%
$7 to $7.99	1,616	60%	40%
$8 to $8.99	1,602	56%	44%
$9 to $9.99	713	54%	46%
$10 to $10.99	813	52%	48%
$11 to $11.99	120	42%	58%
$12 and up	374	47%	53%
Overall	5,934	55%	45%

*UW reported by quarter rather than academic year.
The data above reflect Fall 2001 student employment.



	total n	WSU women	men
$6 to $6.99	357	59%	41%
$7 to $7.99	291	52%	48%
$8 to $8.99	214	59%	41%
$9 to $9.99	327	60%	40%
$10 to $10.99	154	53%	47%
$11 to $11.99	44	55%	45%
$12 and up	72	36%	64%
Overall	1,459	56%	44%



Data Source: Institutional Survey, October 2002.

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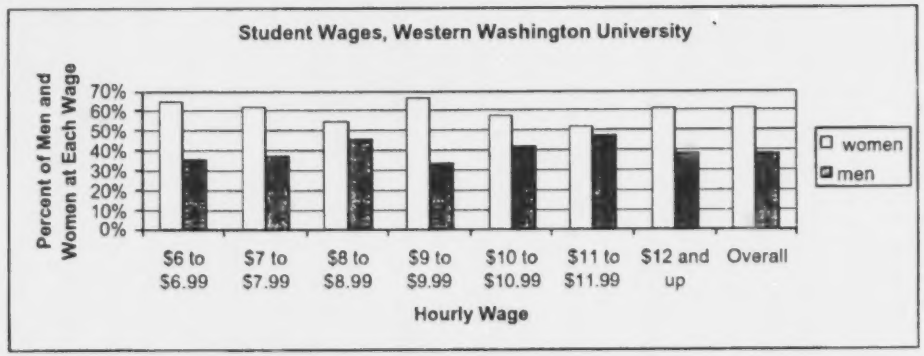
Appendix One, Student Employment, 2001-02 Academic Year

	total n	Western women	men
$6 to $6.99	355	65%	35%
$7 to $7.99	944	63%	37%
$8 to $8.99	353	54%	46%
$9 to $9.99	164	66%	34%
$10 to $10.99	169	58%	42%
$11 to $11.99	48	52%	48%
$12 and up	93	61%	39%
Overall	2,126	61%	39%



Data Source: Institutional Survey, October 2002.

Appendix Two, Top Four Program Areas, Graduation by Gender

Community and Technical Colleges	Total	Male	Female	% Female	+/- Target*
All Associate Degrees	18,183	7,716	10,467	**57.6%**	
Liberal Arts & Sciences (Transfer)	11,578	4,757	6,821	58.9%	-1.3%
Nursing	728	88	640	87.9%	-30.3%
Information Processing	263	135	128	48.7%	8.9%
Accounting Technician	255	37	218	85.5%	-27.9%
Central Washington University					
All Bachelor's Degrees	1,895	810	1,085	**57.3%**	
Education	464	127	337	72.6%	-15.4%
Business Management and Administration	451	219	232	51.4%	5.8%
Social Science and History	164	89	75	45.7%	11.5%
Protective Services	141	69	72	51.1%	6.2%
Eastern Washington University					
All Bachelor's Degrees	1,512	618	894	**59.1%**	
Education	311	107	204	65.6%	-6.5%
Business Management and Administration	305	157	148	48.5%	10.6%
Social Science and History	116	74	42	36.2%	22.9%
Health Professions & Related	109	9	100	91.7%	-32.6%
University of Washington (Seattle)					
All Bachelor's Degrees	6,328	2,774	3,554	**56.2%**	
Social Science & History	1,346	602	744	55.3%	0.9%
Business Management and Administration	745	376	369	49.5%	6.6%
Biological Sciences/Life Sciences	591	222	369	62.4%	-6.3%
Engineering	570	447	123	21.6%	34.6%
Washington State University					
All Bachelor's Degrees	3,719	1,707	2,012	**54.1%**	
Business Management and Administration	813	461	352	43.3%	10.8%
Social Science and History	500	208	292	58.4%	-4.3%
Communications	333	143	190	57.1%	-3.0%
Engineering	237	197	40	16.9%	37.2%
Western Washington University					
All Bachelor's Degrees	2,651	1,058	1,593	**60.1%**	
Business Management and Administration	403	220	183	45.4%	14.7%
Social Science and History	340	153	187	55.0%	5.1%
Education	198	44	154	77.8%	-17.7%
Visual and Performing Arts	183	76	107	58.5%	1.6%

* The "target" is defined for the purpose of this report as the total percentage of graduates who are female.
These figures only include awards earned for students whose gender was reported.

Sources: Community and technical colleges: State Board for Community and Technical Colleges, 2000-01 data; four-year colleges: IPEDS, 2000-01 data.

Appendix Three, Athletic Participation at Community Colleges

Academic Year 2000-01	Enrollment, age 17-24			Athletic Participation			Female Enrollment Minus Participation
Institution Name	M	F	% Female	M	F	% Female	+/-
BELLEVUE COMMUNITY COLLEGE	2,342	2,258	49.1%	55	54	49.5%	-0.5%
BIG BEND COMMUNITY COLLEGE	467	492	51.3%	46	34	42.5%	8.8%
CENTRALIA COLLEGE	444	558	55.7%	34	34	50.0%	5.7%
CLARK COLLEGE	1,447	1,857	56.2%	65	61	48.4%	7.8%
COLUMBIA BASIN COLLEGE	1,368	1,377	50.2%	75	58	43.6%	6.6%
EDMONDS COMMUNITY COLLEGE	1,230	1,166	48.7%	54	57	51.4%	-2.7%
EVERETT COMMUNITY COLLEGE	1,022	1,316	56.3%	31	50	61.7%	-5.4%
GRAYS HARBOR COLLEGE	351	455	56.5%	59	38	39.2%	17.3%
GREEN RIVER COMMUNITY COLLEGE	1,560	1,474	48.6%	68	51	42.9%	5.7%
LOWER COLUMBIA COLLEGE	641	723	53.0%	57	55	49.1%	3.9%
OLYMPIC COLLEGE	1,018	1,182	53.7%	38	32	45.7%	8.0%
PENINSULA COLLEGE	352	378	51.8%	26	24	48.0%	3.8%
PIERCE COLLEGE	1,272	1,825	58.9%	56	33	37.1%	21.8%
SEATTLE COMMUNITY COLLEGE-NORTH CAMPUS	799	769	49.0%	15	15	50.0%	-1.0%
SEATTLE COMMUNITY COLLEGE-SOUTH CAMPUS	804	624	43.7%	14	7	33.3%	10.4%
SHORELINE COMMUNITY COLLEGE	1,507	1,702	53.0%	76	59	43.7%	9.3%
SKAGIT VALLEY COLLEGE	749	866	53.6%	64	74	53.6%	0.0%
SOUTH PUGET SOUND COMMUNITY COLLEGE	817	1,025	55.6%	29	19	39.6%	16.1%
TACOMA COMMUNITY COLLEGE	993	1,327	57.2%	67	38	36.2%	21.0%
WALLA WALLA COMMUNITY COLLEGE	725	730	50.2%	94	80	46.0%	4.2%
WENATCHEE VALLEY COLLEGE	637	719	53.0%	39	45	53.6%	-0.5%
WHATCOM COMMUNITY COLLEGE	991	975	49.6%	11	19	63.3%	-13.7%
YAKIMA VALLEY COMMUNITY COLLEGE	873	1,343	60.6%	58	35	37.6%	23.0%
Total	**22,409**	**25,141**	**52.9%**	**1,131**	**972**	**46.2%**	**6.7%**

Sources: 2000-01 Enrollment Data: State Board for Community and Technical Colleges; Athletic Participation: 2000-01 EADA data.

Appendix Four, Athletically-Related Aid at Community Colleges

Institution Name	Total Athletes	% Female Athletes	Total Aid $$	Aid Awarded to Females	% Aid Awarded to Females	Percentage of Female Athletes Minus Percentage of Aid Awarded to Females
BIG BEND COMMUNITY COLLEGE	80	42.5%	$44,854	$24,427	54.0%	-11.5%
CENTRALIA COLLEGE	68	50.0%	$16,139	$8,266	51.0%	-1.0%
CLARK COLLEGE	126	48.4%	$30,007	$17,607	59.0%	-10.6%
COLUMBIA BASIN COLLEGE	133	43.6%	$45,211	$24,361	54.0%	-10.4%
EDMONDS COMMUNITY COLLEGE	111	51.4%	$32,000	$18,000	56.0%	-4.6%
EVERETT COMMUNITY COLLEGE	81	61.7%	$19,600	$13,800	70.0%	-8.3%
GRAYS HARBOR COLLEGE	97	39.2%	$36,800	$15,164	41.0%	-1.8%
GREEN RIVER COMMUNITY COLLEGE	119	42.9%	$46,118	$25,972	56.0%	-13.1%
LOWER COLUMBIA COLLEGE	112	49.1%	$27,400	$15,800	58.0%	-8.9%
OLYMPIC COLLEGE	70	45.7%	$37,614	$18,516	49.0%	-3.3%
PENINSULA COLLEGE	50	48.0%	$14,200	$8,000	56.0%	-8.0%
PIERCE COLLEGE	89	37.1%	$22,800	$11,000	48.0%	-10.9%
SEATTLE COMMUNITY COLLEGE-NORTH CAMPUS	30	50.0%	$1,800	$900	50.0%	0.0%
SEATTLE COMMUNITY COLLEGE-SOUTH CAMPUS	21	33.3%	$8,600	$4,300	50.0%	-16.7%
SHORELINE COMMUNITY COLLEGE	135	43.7%	$27,950	$16,550	59.0%	-15.3%
SKAGIT VALLEY COLLEGE	138	53.6%	$20,692	$9,000	43.0%	10.6%
SOUTH PUGET SOUND COMMUNITY COLLEGE	48	39.6%	$24,235	$11,982	49.0%	-9.4%
TACOMA COMMUNITY COLLEGE	105	36.2%	$40,202	$18,064	45.0%	-8.8%
WALLA WALLA COMMUNITY COLLEGE	174	46.0%	$124,042	$66,983	54.0%	-8.0%
WENATCHEE VALLEY COLLEGE	84	53.6%	$36,070	$21,774	60.0%	-6.4%
WHATCOM COMMUNITY COLLEGE	30	63.3%	$20,400	$13,600	67.0%	-3.7%
YAKIMA VALLEY COMMUNITY COLLEGE	93	37.6%	$27,900	$12,000	43.0%	-5.4%
Total	**1,994**	**46.0%**	**$704,634**	**$376,066**	**53.4%**	**-7.3%**

Source: 2000-01 EADA data.

Bellevue Community College figures were not available for this report.

Appendix Five, Coaching Staff at Community Colleges

2000-01	Head Coach, Men's Teams		Head Coach, Women's Teams		Asst. Coaches, Mens Teams		Asst. Coaches, Women's Teams		Total Female
Institution	Male	Female	Male	Female	Male	Female	Male	Female	Coaches
BELLEVUE COMMUNITY COLLEGE	3	1	5	1	6	0	1	1	3
BIG BEND COMMUNITY COLLEGE	1	0	3	0	4	0	3	0	0
CENTRALIA COLLEGE	2	0	2	1	2	0	2	1	2
CLARK COLLEGE	4	0	4	1	10	2	4	1	4
COLUMBIA BASIN COLLEGE	4	0	1	0	5	0	5	0	0
EDMONDS COMMUNITY COLLEGE	3	0	2	2	3	0	2	2	4
EVERETT COMMUNITY COLLEGE	2	0	3	1	2	0	3	1	2
GRAYS HARBOR COLLEGE	4	0	3	1	8	0	3	1	2
GREEN RIVER COMMUNITY COLLEGE	5	0	5	1	4	0	5	1	2
LOWER COLUMBIA COLLEGE	5	0	3	1	7	0	3	1	2
OLYMPIC COLLEGE	1	0	2	0	2	0	2	0	0
PENINSULA COLLEGE	Data not available.								
PIERCE COLLEGE	3	0	2	1	2	0	2	1	2
SEATTLE COMMUNITY COLLEGE-NORTH CAMPUS	2	1	1	0	2	0	1	0	1
SEATTLE COMMUNITY COLLEGE-SOUTH CAMPUS	1	1	1	1	1	1	1	1	4
SHORELINE COMMUNITY COLLEGE	5	0	6	1	3	1	6	1	3
SKAGIT VALLEY COLLEGE	6	1	5	3	3	0	1	0	4
SOUTH PUGET SOUND COMMUNITY COLLEGE	2	0	2	0	2	0	2	0	0
TACOMA COMMUNITY COLLEGE	2	0	2	1	6	0	2	1	2
WALLA WALLA COMMUNITY COLLEGE	5	0	6	0	9	0	6	0	0
WENATCHEE VALLEY COLLEGE	2	0	3	2	2	0	1	1	3
WHATCOM COMMUNITY COLLEGE	1	0	0	2	2	0	0	2	4
YAKIMA VALLEY COMMUNITY COLLEGE	4	0	4	0	4	0	4	0	0
Total	67	4	65	20	89	4	59	16	44

Source: 2000-01 EADA data.

Appendix Six, Operating Expenses for Women's Teams at Community Colleges

Institution Name	Total Operating Expenses	Percentage of Total Expenses: Women's Teams	Percentage of Athletes Who Are Female
BELLEVUE COMMUNITY COLLEGE	$136,621	55.2%	49.5%
BIG BEND COMMUNITY COLLEGE	$95,924	54.0%	42.5%
CENTRALIA COLLEGE	$49,662	57.6%	50.0%
CLARK COLLEGE	$128,854	54.6%	48.4%
COLUMBIA BASIN COLLEGE	$151,358	51.6%	43.6%
EDMONDS COMMUNITY COLLEGE	$53,019	55.8%	51.4%
EVERETT COMMUNITY COLLEGE	$63,847	68.1%	61.7%
GRAYS HARBOR COLLEGE	$95,462	48.5%	39.2%
GREEN RIVER COMMUNITY COLLEGE	$105,309	51.6%	42.9%
LOWER COLUMBIA COLLEGE	$73,925	57.4%	49.1%
OLYMPIC COLLEGE	$35,685	59.9%	45.7%
PENINSULA COLLEGE	$46,390	47.3%	48.0%
PIERCE COLLEGE	$71,910	39.6%	37.1%
SEATTLE COMMUNITY COLLEGE-NORTH CAMPUS	$60,000	50.0%	50.0%
SEATTLE COMMUNITY COLLEGE-SOUTH CAMPUS	$45,254	50.0%	33.3%
SHORELINE COMMUNITY COLLEGE	$234,216	55.9%	43.7%
SKAGIT VALLEY COLLEGE	$86,350	54.5%	53.6%
SOUTH PUGET SOUND COMMUNITY COLLEGE	$56,379	55.9%	39.6%
TACOMA COMMUNITY COLLEGE	$48,710	46.1%	36.2%
WALLA WALLA COMMUNITY COLLEGE	$346,148	52.4%	46.0%
WENATCHEE VALLEY COLLEGE	$141,400	60.3%	53.6%
WHATCOM COMMUNITY COLLEGE	$2,619	67.7%	63.3%
YAKIMA VALLEY COMMUNITY COLLEGE	$81,083	43.7%	37.6%
Total	**$2,210,125**	**53.4%**	**46.2%**

Source: 2000-01 EADA data.

Appendix Seven, 2001-02 Intramural and Club Athletics at Four-Year Institutions

Number of Intramural Sports Available to Men and Women

Institution	Men	Women	Co-Ed
Central Washington University	8	6	10
Eastern Washington University	14	4	13
Evergreen State College	1	1	3
University of Washington	11	9	8
Washington State University	64	64	36
Western Washington University	1	1*	6

*Available winter quarter only.

Institution	# of Athletic Sports Clubs Open to Males Only	# of Participants	# of Athletic Sports Clubs Open to Females Only	# of Participants	# of Athletic Sports Clubs Co-Ed	# of Participants
Central Washington University	2	70	1	20	6	45
Eastern Washington University	3	60 to 70	1	20 to 25	8	50 to 75
Evergreen State College	1	15	2	24	6	51
University of Washington*	7	unknown	6	unknown	16	unknown
Washington State University	7	approx. 200	4	approx. 112	14	approx. 330
Western Washington University	7	122	5	107	7	137

*UW reports a total of 1,194 participants, but rosters are not computerized and so a breakdown by gender is not readily available.

Total Number of Individuals Participating in Intramural Sports

Institution	Men	Women	% Women
Central Washington University	2,299	1,010	30.5%
Eastern Washington University	1,997	884	30.7%
Evergreen State College	20	20	50.0%
University of Washington	unknown	unknown	unknown
Washington State University	approx. 5200	approx. 2220	approx. 42%
Western Washington University	4,392	3,860	46.8%

Data Source: Institutional Survey, October 2002.

RESOLUTION NO. 02-34

WHEREAS, RCW 28B.110.040 and RCW 28B 15.465 require the Higher Education Coordinating Board to report every four years to the Legislature and Governor on gender equity in higher education, and to develop rules and guidelines to eliminate gender discrimination; and

WHEREAS, The Higher Education Coordinating Board, with the assistance of the state's public higher education institutions, has completed its 2002 review of gender equity in public higher education; and

WHEREAS, The Board finds that public higher education institutions do not discriminate on the basis of gender in student support and services; and

WHEREAS, The Board finds that disparities in academic programs and athletics exist between men and women in certain areas which will continue to be monitored; and

WHEREAS, The Board finds that athletic participation rates for females have improved substantially since 1988 at the public four-year institutions, but have not met statutory goals at Eastern Washington University and Western Washington University; and

WHEREAS, Eastern Washington University submitted a gender equity plan approved by the Board in July 2002, and Western Washington University will submit a gender equity plan to the Board for approval no later than March 2003;

THEREFORE, BE IT RESOLVED, That the Higher Education Coordinating Board approves the 2002 Gender Equity in Higher Education report, and forwards this report to the Governor and Legislature for their review.

Adopted:

December 12, 2002

Attest:

_____

Bob Craves, Chair

_____

Pat Stanford, Secretary

U.S. Department of Education
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